



IMPACT REPORT

2024



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INTRODUCTION



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Head of Sustainability &
Head of Talent and
Community Engagement

**Our B Corp score was
88.2**

Governance – 17.1

Workers – 32.3

Community- 18.8

Environment – 18.1

Customers – 1.6

We continued to promote sustainable TV and film production during 2024 and noticed increased interest from our clients in engaging with our initiatives. At the same time, we worked to improve the sustainability of our own operations.

We participated in the Albert Studio Sustainability Standard for the third year in a row and took steps to improve our B Corp score in preparation for re-certification in August 2026. Assessment of our buildings to comply with the TV Access Project (TAP) commenced and will be completed by August 2025.

This report looks at our impact in three core areas: Our Community, Our People and Our Environment.



OUR COMMUNITY

Local Businesses

We continued strengthening Reel Park Royal, our partnership with West London Business established in 2021, which brings together local businesses that serve film and TV productions. We currently have over 100 members and hosted three events with over 200 attendees in 2024.

To support local businesses and with the aim of reducing transport emissions for our productions, we have an extensive database of local and sustainable suppliers which we share with all our incoming clients. We continued to build on this database in 2024.

In May, as part of an OPDC regeneration event, Garden Studios participated in a charitable boat race against our business neighbours, McVities, and OPDC . Money was raised for our wood reuse charity partners ReCollective.

Local Talent

In partnership with the JGA group who deliver and commission employment and training opportunities, we hosted a film and TV career and skills festival at Boxpark in Wembley. We welcomed over 1500 attendees and 32 employers and training/education providers including Sky, Disney and MBS production services.

The project provided paid employment for trainees on a JGA production assistant course and the chance for attendees to meet creative professionals offering opportunities for employment and training.

Our creative shared workspace, The Hive, welcomes budding creative talent and hosts community events. As part of Black History Month and with the support of Hyde Housing, we held a free community event with storyteller Alim Kamara from Storie Storie.



Skills festival at Boxpark



At the Cannes Film Festival in May, Garden Studios hosted the launch for 50 people of a new initiative developed by Times Up UK in partnership with The British Blacklist and The Diverse Squad to ensure black hair and make-up experience on set is professional, fair and equal. As a continuation of this campaign, Director and creator of 'White Nanny Black Child' was provided with in-kind space for a Hair Clinic event hosted at The Hive.



Director Cheri Darbon, Activist in Residence at the Feminist Centre for Racial Equality (FCRE) was supported with subsidised studio space for her short film 'The Woman in the Wardrobe', a film about women's birthing conditions in war zones.

Volunteering

As part of a Canal and River Trust initiative, we have adopted a stretch of the Grand Canal adjacent to our studio facilities. Our entire team takes part in the volunteering which involves two hours of weekly litter picking. The adoption started in November, resulting in 11 hours of volunteering in 2024 and will continue in 2025.



We also continued helping our local material reuse partners ReCollective and Re-Made in Park Royal by recruiting donors, moving, sorting and temporarily storing material donated from film productions on our campus.



Education

Our partnership work with MetFilm School continued and we organised the annual breakfast mixer for their MA Producer students to assist in finding clients for one of their MA modules. This project provides high quality, complimentary promotional content for local businesses and organisations. With thanks to MetFilm School, a full scholarship for an acting course was offered within our community network. This was awarded to a local aspiring actor named Nathan. Please see his testimonial below:

"The course has completely changed my life for the better. Before this opportunity I really wanted the chance to hone my skills in some way, whether that be lessons, a course or university, although unfortunately was financially unable to do so. Being able to attend Metfilm on a scholarship provided an experience that otherwise would have been unattainable for me."

Unity Works is a partner that supports young adults with additional learning needs. In December, we worked with them to offer a full recruitment process for participants interested in working in creative industries. Successful candidates were offered the opportunity for a four week internship at Garden Studios in 2025.

Visiting educational institutions:

Dannevik Folk High School
Metfilm School
Ravensbourne University
Brunel University
Northwestern University
John Clinton School (SEN)
Newman Catholic College
Wipers (youth intervention organisation)
Think Fwd (youth intervention organisation)
Mark Milsome Foundation
Queens Park Community School
Three Bridge Academy
Young Brent Foundation
College of North West London
The Catalyst Team

We have also organised industry insight visits, facilitated workshops and referred individuals for work placements on behalf of youth organisations with members that would usually struggle to access opportunities in the TV and film industry.

These have included Wipers who deliver tailor-made intervention programmes for young people involved in offending behaviour and The Catalyst Team who mentor young women from global majority backgrounds to support their ambitions of entering creative fields. munity to explore how AI could impact film.

Through our partnership work with Spark!, we visited secondary schools, one of which was Queens Park Community School where we, as volunteering professionals, conducted mock interviews of year 12 students.

We hosted 15 work experience placements during 2024, six of those for placements for one week or more, one of which was a paid placement.

We welcomed another group of students from Harvard Business School in January for an industry work placement and continued with studio tours and insight visits to education and training providers, in total 19 over the year. This included a tour with a group of senior faculty staff from Nigeria, via Brunel University, who wanted to learn about sustainability and creative curriculums.



**Senior education faculty members
from Nigeria on a studio tour**



When possible, during campus tours and insight visits, we have included permanent tenants at the Hive such as Bob Clarke of Mama Youth Project, Ace Ruele founder of fantasy character development company Creature Bionics, and filmmaker and social entrepreneur Lennina Ofori to share their professional journeys and Q&As.

The total value of our in-kind and educational support in the form of complimentary and subsidised use of our studio spaces and in-kind staff hours amounted to £26,000 in 2024.

IN-KIND SUPPORT TO EMERGING CREATIVES £26,000



OUR PEOPLE

Training

We continued training our staff in 2024 and in addition to our mandatory training schedule, the team has attended training on the use of AI, good practice in positive work culture, Mental Health First Aid, Risk Awareness (RAW) safety training module, and presentation skills.

A two day Communicating Through Photography workshop was held by award-winning non-profit organisation PhotoVoice. Participants learnt practical skills in photographic storytelling, with an emphasis on the importance of team communications.

To increase staff engagement with our sustainability initiatives, we have nominated a sustainability champion in each of our departments. Sustainability champions meet every quarter to report on progress within their departments and a prize will be given at the end of the year to the most effective team.

Wages and recruiting

Garden Studios continues to be a certified London Living Wage employer, a certification we got in March 2021, and have increased salaries in line with the LLW rates. We're working continuously with our subcontractors to ensure that everyone employed on our campus is paid a London Living Wage. Our security company, cleaning company and waste management company are all Living Wage Certified.

For recruiting, we continue to use non-traditional forms of communicating available roles such as WhatsApp, word of mouth and social media to ensure we are as far reaching as possible within our local demographic and to candidates who struggle to access our industry. We also include academic institutes such as MetFilm School, Brunel University and grassroots organisations like Mama Youth Project, My First Job in Film and Connectme2 as part of our recruitment network. As a basis, we use a blind procedure for hiring managers to shortlist candidates with identities being revealed at interview stage.

We joined the efforts of the TV Access Project to ensure that our facilities are accessible for people with disabilities and started the assessment of our buildings. We will continue this in 2025 and will finish well before the August 2025 deadline.





OUR ENVIRONMENT

Transportation

We expanded and upgraded our EV chargers over the year and currently have 19 EV chargers. The programme of upgrades will continue in 2025.

As we are one of very few large-scale film studios that are reachable from London by public transport, we continue to promote sustainable travel options with our clients.

To facilitate staff movement around campus and avoid adding traffic to an already congested area, we bought three second hand bicycles in 2024. We added bicycle parking spaces and now have 50 which are clearly marked on our campus map.



Left: Staff using one of our Garden Studios bicycles used to get around the campus



Materials Reuse and Waste

Our efforts encouraging productions to adopt responsible production methods continued at full steam and we saw a pick up in interest from our clients in 2024.

Re-Set is our internal programme of reuse of set material and props and we have built up a network of local partners to receive prop donations. Our WhatsApp network of local businesses and charities continues to grow and has proved an efficient way of redistributing material and items that would otherwise have ended up in landfills.

For set material donations, we have partnered with Re-Collective and Re-Made in Park Royal. ReCollective, a material agency which builds community buildings with reused materials, were given storage space on our premises in 2023 and we expect that partnership to grow as the film and TV business picks up further in 2025.

We continued our coffee cup recycling scheme in partnership with local artist Blast Studios, which uses pulped coffee cups to make furniture and lamps.



Facilities Upgrades

We secured a grant from Brent Council to install solar panels and fit double glazing at one of our buildings. The works will commence in the second half of 2025.

Discussions continue with our landlords to install more solar panels on our two largest buildings but is moving slower than we would like. Our aim is to get this upgrade completed in 2025.



Carbon Footprint

A power upgrade in 2022 allowed us to introduce a diesel generator ban on campus. We continue to purchase 100% renewable electricity and, as part of a renovation programme in 2024, we removed two gas boilers and replaced them with electric boilers.

Our carbon footprint increased by 440%, mainly driven by Scope 3 emissions resulting from the refit of four new stages. We expect this to drop back to a more normal level in 2025 and decrease as continue with our carbon reduction efforts.

Scope 1 dropped by 56% reflecting a lower consumption of gas. Whereas Scope 2 increased slightly by 14% as a result of more activity in our studio following 2023 which saw strikes in the industry and a low level of activity. We continued our work to reduce our Upstream Scope 3 emissions with rigid sustainability criteria for sub-contractors and a check-list for all supplier contracts. Downstream Scope 3 reduction efforts included our Re-Set programme and our Virtual Production stages.

Studies⁽¹⁾ show that Virtual Production can save as much as 70% carbon emissions relative to location or off-line shoots. The carbon emissions associated with the average day of an ad shoot⁽²⁾ are 3 tonnes of CO₂e. Virtual Production at Garden Studios compared to location or off-line shoots therefore generated a carbon emission saving of 134 tonnes of CO₂e.

(1) Green Screens, Green Pixels and Green Shoots – Filmakademie Baden-Württemberg

(1) AdGreen Annual Review 2023

(2) For purposes of this calculation, we have assumed the same emissions for a film shoot on the same stage.

Our Re-Set programme diverted props and waste from landfill to reuse and saved a total of 36 tonnes of CO2e in 2024. A further 20 tonnes of CO2e were saved through the purchase of second-hand office furniture for our new studio spaces. Specialised food waste collection by ReFood continued in 2024 saving 1 tonne of CO2e.

We continue to be committed to our SME Climate Hub pledge to reduce carbon emissions by 50% reduction by 2030 and net zero by 2050 and our solar panel installation programme in 2025 will help us get closer to these targets.

3	Avg. tonnes CO2e per day of advertising shoot (estimate based on AdGreen's Annual Review)
70%	Avg. reductions in emissions per VP shoot day
134	Total tonnes CO2e saved

191 TONNES OF CO2E SAVED BY VIRTUAL PRODUCTION, REUSE, 2ND HAND OFFICE FURNITURE AND FOOD WASTE



UN SUSTAINABLE DEVELOPMENT GOALS





Education

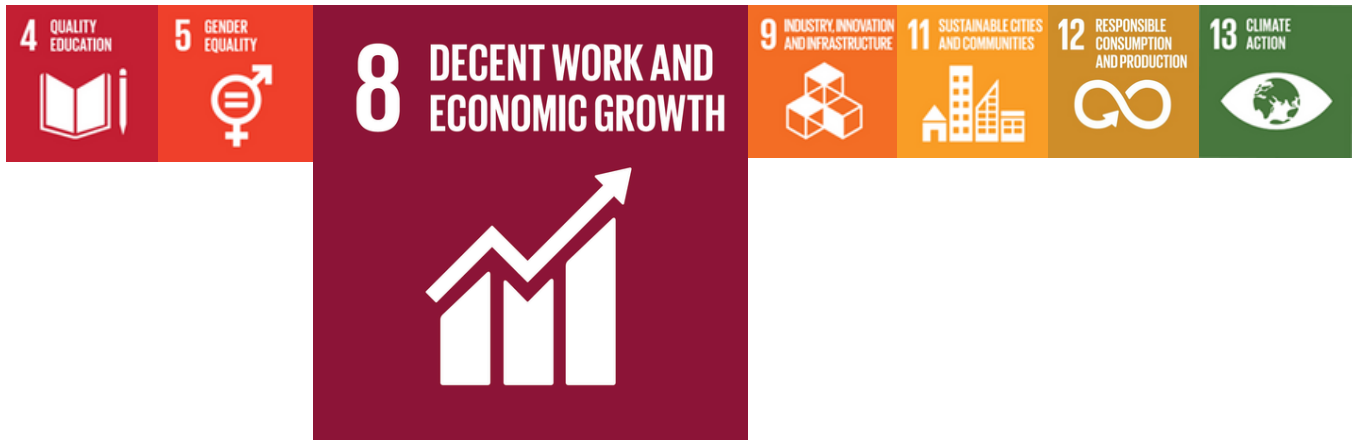
- Campus tours, industry insight visits and VP demos for 19 different schools, universities and special educational needs institutions
- Free or subsidised use of our studio spaces
16 Work Experience Placements hosted
- Supported SEND pupils from Ealing schools and other vulnerable young people access to industry insight days and workshops



Gender Equality

- 41% female staff at Garden Studios
- Our Board of Directors is 55% female
- Free membership to Women in Film and TV for female members of staff





Decent Work and Economic Growth

- London Living Wage Certification reconfirmed
- Comprehensive mandatory training including Albert Sustainable Film Production, Environmental Awareness and Respect in the Workplace for all staff
- Diverse and inclusive hiring policy



Industry, Innovation and Infrastructure

- R&D into creating efficiencies through the reuse of digital assets
- Virtual Production training hubs accessible to wider audiences
- Virtual Production Stage – innovation and use of new technology in film production
- Reel Park Royal - Building relationships with local businesses in the film industry



Sustainable Cities and Communities

- Increased our community network to support our recruitment efforts in reaching candidates from marginalised communities
- Commitment to improve local air quality through our Airly air quality monitors and No Idling Policy
- Database of local and sustainable suppliers to the film industry
- Volunteering with Canal and River Trust
- Donation of excess resources from film production to local partners including local schools, universities, theatres, artist communities and adult education centres through our Re-Set programme



Responsible Consumption and Production

- Zero Single Use Plastic policy across campus – all new starters receive a hot cup and water bottle to support this
- Supporting local catering companies
- Local and Sustainable Suppliers database shared with productions has a focus on companies offering reuse, recycled and certified products
- Procurement policy emphasising responsible consumption
- Material reuse partnerships –supporting circularity and reducing waste and carbon emissions

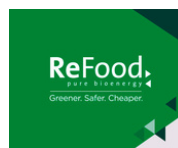


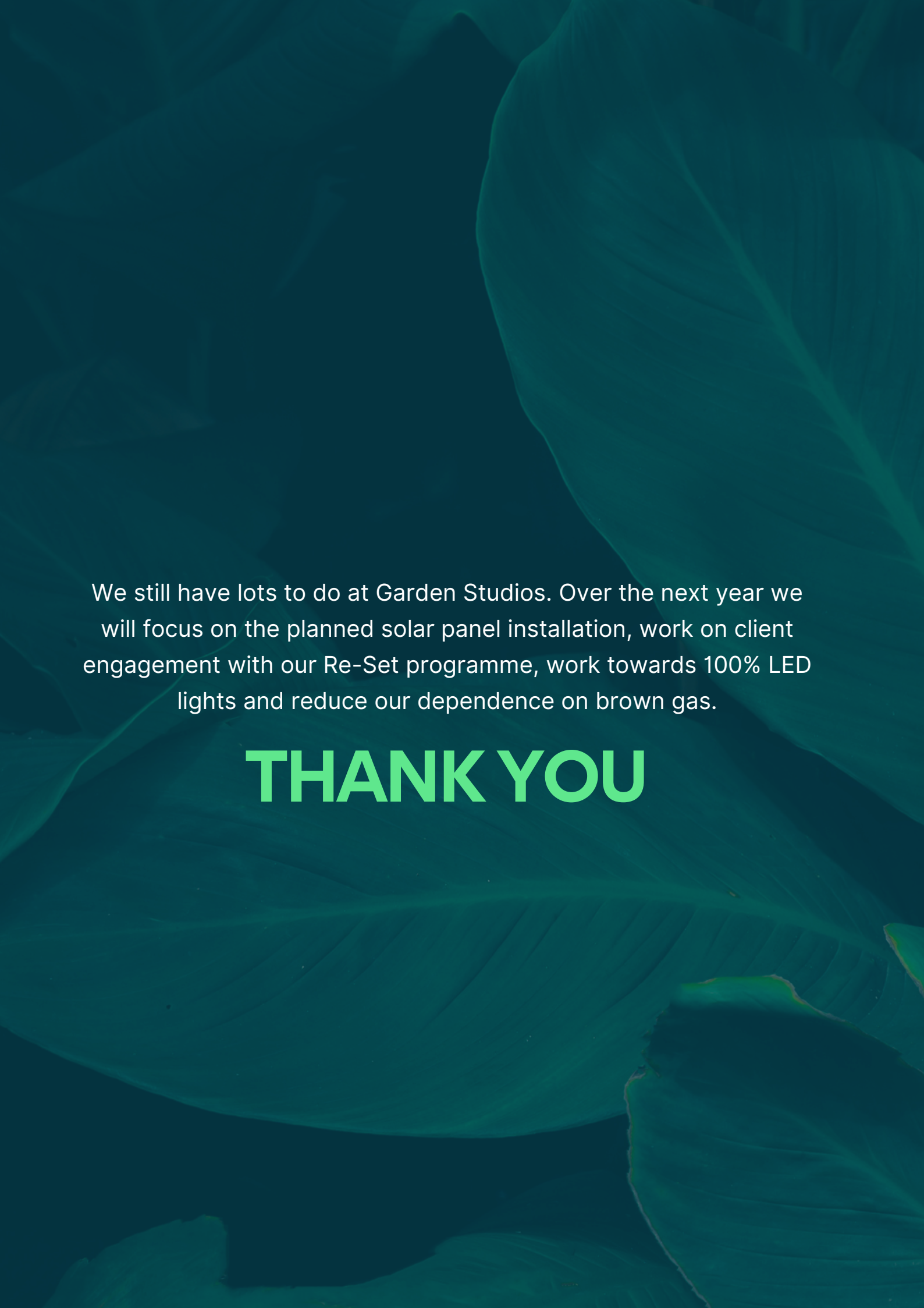
Climate Action

- Take part in the B Corp movement and Albert Studio Sustainability Standard to reduce carbon emissions
- Signed up with the SME Climate Hub and committed to 50% reduction of carbon emissions by 2030 and net zero by 2050
- Material reuse partnerships –supporting circularity and reducing waste and carbon emissions
- Virtual Production Stage -reducing carbon emissions in film making
- Investment in carbon reducing infrastructure at the studio

OUR PARTNERS

Thank you to our partners for joining us on our sustainability journey



The background of the entire slide is a deep teal color, overlaid with large, semi-transparent images of green leaves. The leaves are arranged in a way that they appear to be part of a larger plant, with some leaves in the foreground and others in the background, creating a sense of depth. The veins of the leaves are clearly visible, adding texture to the background.

We still have lots to do at Garden Studios. Over the next year we will focus on the planned solar panel installation, work on client engagement with our Re-Set programme, work towards 100% LED lights and reduce our dependence on brown gas.

THANK YOU

IMPACT REPORT 2024

GARDEN
STUDIOS

